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**REPORT TO:** CORPORATE SCRUTINY COMMITTEE  
**DATE OF MEETING:** 9 DECEMBER 2002  
**REPORT FROM:** PERSONNEL & DEVELOPMENT MANAGER  
**MEMBERS' CONTACT POINT:** J WILLOUGHBY EXT. 5729  
**SUBJECT:** HUMAN RESOURCE MANAGEMENT – BEST VALUE REVIEW

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### **1.0 Purpose of Report**

1.1 The purpose of the report is to outline to members progress made to-date in undertaking the Human Resource Management Best Value Review.

### **2.0 Executive Summary**

2.1 Limited progress has been made since the last meeting. The review team had been waiting for a 'reality check' to be organised by the BVWG and undertaken by an external organisation / consultant since April 2002. This was concluded during October 2002, and raised a number of issues for the review team to consider.

2.2 It is hoped that the improvement plan will be provided to the next meeting of this committee, with a final report and plan then being reported to the Finance & Management Committee in February 2003.

2.3 A number of key tasks have already been implemented and more are scheduled to be implemented before the review is concluded or now inspected as part of the Corporate Performance Assessment in December 2003.

### **3.0 Detail**

3.1 At the last meeting it was reported that the review was required to undergo a 'reality check' as part of the assessment process. This was to be done by an external organisation, / consultant.

3.2 Since the last meeting, limited progress has been made. A consultant identified by the BVWG concluded this check during October 2002, and presented his findings to the review team. He raised a number of issues for the review team to consider before producing their final report, but also in relation to wider corporate issues.

3.3 It is hoped that the improvement plan will be provided to the next meeting of this committee, with a final report and plan then being reported to the Finance & Management Committee in February 2003. It is important to note however, that a number of key tasks have been undertaken already by the service, as we could not wait any longer, for the review to be concluded, and others are included in the service plan for 2003/04. So the final plan should not really identify many more new tasks.

3.3 The review will be inspected when inspectors undertake the Council's Corporate Performance Assessment next December 2003, by which time further key tasks should have been implemented.

#### **4.0 Conclusions**

4.1 Limited progress has been made since the last meeting on concluding the review, but key tasks to progress the service have been implemented.